

## Personal Development Plan

### PERSONAL MISSION

People who take a larger role in society to positively benefit the welfare of others while pursuing their self-interests, an Adam Smith approach to leadership, are people who seek opportunity and take action. But how do we go about making these positive outcomes? We use non-violence and unimposing views on others through our intentions, plans, and actions. What do we do? We take the time to understand and realize we are always learning, not just about the external world, but ourselves. This is a leader.

Every day, the amount of information in the world, globalization, specialization, money, the value of time, and individualism is increasing more rapidly than ever before. As a result, people start to lose sight of the things that matter most: connecting and taking the time to understand people in hopes to gain a cultural understanding to better themselves and society as a whole. I want to impact people in a way that brings this realization through diversity awareness. Bringing a global understanding of cultures is important because I feel like it is our responsibility to contribute to our community, respect the views of other through learning and open-mindedness, and build relationships with those people outside our comfort zone.

You do not need to travel the world to gain a cultural understanding. As a Multicultural Advocate for the University of Illinois and as an executive board member of AIESEC Illinois, I face issues with cultural awareness more than I used to on a daily basis prior to coming into these two leadership roles.

As a Multicultural Advocate, I work to create diversity programs to help educate my staff and residents on issues that can or do arise and affect our inclusive community

in our residence hall Barton-Lundgren. My residents are all on different levels of understanding diversity. Some days, residents approach me with questions, at programs I pose questions to get my residents to think outside their views of the world, and other days there is vandalism in varying degrees as a result of ignorance and single-mindedness.

In AIESEC, I face a different challenge. People who join AIESEC are people who want to gain international experiences because they crave a global understanding and want to travel abroad and experience so sort of cultural shock. Nonetheless, AIESEC does expand the global knowledge of members through the cultural shock it provides people on this campus alone. We have members whose heritage come from 30 different countries and speak one of speak 30 different dialects. The challenge for me here mostly lies is keeping members engaged and wanting to learn more.

## PLAN FOR PERSONAL DEVELOPMENT

Since I like to stay very proactive on campus, I need to find a way to prioritize my leadership roles with my academics, family and friends, my college goals, and my future career goals. My first improvement goal is to do self-reflection now as a short-term goal, and long-term goal, create action steps to improve myself. I know I will be successful if I start to do this and can see that I am working on improving where I need to. First, I must create a document where I can evaluate how I am doing the same way every time for consistency. Second, I need to make use of this template by filling it out and taking time weekly to assess where I am. Lastly, I need to have my peers evaluate me. I currently have a plan of action through AIESEC and through my internship program so I need to

broaden that fit all my leadership and personal development goals to create the bigger picture of how all I do ties in together.

My second improvement goal is time-management overall. I need to dictate more how I spend my time by breaking it down daily. I have started to do that by keeping my google calendar constantly updated with the day’s tasks, but need to carry this out for the entire semester. I also may need to take some time management courses.

The questions I need to pose to myself are, “Am I living life the way I want to right now?”, “Where do I want to be after graduation?”, or “Will doing this now help to get where I want to be in the future?” When I become busy, I always start to wonder if all that I do aligns with my goals. Determining what is important through an evaluation process.

Self reflection by reevaluating short-term and long-term goals – my core value is not too specific and I want to keep it that way because I just want to impact the world any way I can through even the smallest cultural understandings. However, how does this relate to my future prospects? How does this relate to my academics? Maybe it does not relate at this given time in my life, but if it is that significant to me, can it in the future?

**GOALS RELATED TO 11 SKILLS AND ATTRIBUTES (SHORT-TERM)**

<b>Skill/Attribute</b>	<b>Leadership Objective</b>
<b>Self-Development</b>	
<b>Self-Awareness</b>	Take time to self-reflect through short-term goal evaluation and setting a path for myself to follow and keep check with.
<b>Self-Management</b>	Organize myself on a daily basis so I have a better idea of how to time manage, essentially creating a time table to make sure I spend time on academics, organizations, friends, families, and planning for the future.

<b>Interpersonal Development</b>	
<b>Relationship Building</b>	To build a relationship with someone who has a very different outlook on the world than I.
<b>Communication Skills</b>	Think before you speak more so than you already do.
<b>Ethical Practices</b>	My actions in everyday life support the principles that are important to me. For example: Really against animal cruelty and want to be a vegan, but am I making that happen?
<b>Team Development</b>	Develop a stronger relationship with my residential hall staff
<b>Organizational/Group Development</b>	
<b>Leading Change</b>	As President of AIESEC, create a plan to bring about a needed change.
<b>Project and Program Effectiveness</b>	My residents know me and understand what I do in reaching out to them and why it is important.
<b>Systems Thinking</b>	Approach to problem solving in the short-run
<b>Community Building</b>	Am I building the community I want in the residence hall and in AIESEC.
<b>Transitional Development</b>	
<b>Sustaining Leadership</b>	Hold what I have already developed as a leader in AIESEC and incorporate that into my new role as well as keeping sustainability in the organization.

#### GOALS RELATED TO 11 SKILLS AND ATTRIBUTES (LONG-TERM)

<b>Skill/Attribute</b>	<b>Leadership Objective</b>
<b>Self-Development</b>	
<b>Self-Awareness</b>	Take time to self-reflect on reaching long-term goals that are career-oriented.
<b>Self-Management</b>	The way I currently spend time being active in my community is the way I see myself spending time in the future.
<b>Interpersonal Development</b>	
<b>Relationship Building</b>	To build relationships with people I want to keep in touch with in the future and further develop a relationship with.
<b>Communication Skills</b>	I can comfortably stand up in front of anyone and speak about anything.
<b>Ethical Practices</b>	My career and choosing of where I want to be in

	the future reflect the lifestyle I want to live in supporting my ethical principles.
<b>Team Development</b>	Develop my team skills in general, especially in delegating tasks.
<b>Organizational/Group Development</b>	
<b>Leading Change</b>	Promote cultural and diversity awareness on a larger scale than I currently due.
<b>Project and Program Effectiveness</b>	My projects and programming in my organizations support cultural awareness and people walk away with the right understandings.
<b>Systems Thinking</b>	Approach to problem solving in the long-run.
<b>Community Building</b>	Affecting the global community enough to make individuals want to join me in building a global community.
<b>Transitional Development</b>	
<b>Sustaining Leadership</b>	In my future career, I can carry and continue to make use of the leadership skills I have developed through being an MA and in AIESEC.

This leadership Certification program will help me to stay consistent, a problem I have had in taking on leadership roles and not being able to assess where I am and how that affects where I want to go. I have taken MILS 101, Military Leadership and plan to take Business Administration 310, Management and Organization Behavior, next semester. I went to Ignite in Spring 2008, Integrity in Fall 2008 as well as Intersect in Fall 2008. I have done several leadership courses since then I will separately attach those experiences and notes to this PDP.